



Consortium

MEETING REPORT

PROGRESS ON GENDER AND AGRICULTURE RESEARCH IN CGIAR

June 15, 2012

at

CIRAD Paris Headquarters

Paris, France

June 28, 2012

Background

The CGIAR's *Strategy and Results Framework* (2011) identifies gender inequality as a critical area that directly affects its likelihood of success in achieving its four system-level outcomes of reducing rural poverty, increasing food security, improving nutrition and health and the sustainable management of natural resources. Interventions that address the root causes of gender inequality are deemed strategic for the ability of the CGIAR Research Programs to contribute to system-level outcomes. Consequently, the effective integration into each CGIAR Research Program of responsibility and capacity for appropriate attention to gender throughout the research cycle (mainstreaming) is fundamental for achieving impact. In addition, as a research issue, gender inequality cuts across the CGIAR Research Programs. Realizing the strategic role of gender in the CGIAR Research Programs depends on their joint capacity for social science research and requires a coordinated approach across the system.

With these considerations in mind, the CGIAR Consortium Board finalized the *Consortium Level Gender Strategy* (November, 2011) and urged its implementation, providing guidelines for the formulation by each CGIAR Research Program of its own Gender Strategy and establishment of a cross-program Gender and Agriculture Research Network.

Purpose of the meeting

The *Consortium Level Gender Strategy* was developed in 2011 in consultation with donors and experts and this meeting was convened as an informal discussion with Fund Council members to:

- Provide an update on progress with Consortium Level Gender Strategy implementation in the area of research
- Illustrate challenges for CGIAR Research Program Gender Strategies and contrast their approaches
- Share information on advances in cross-CGIAR Research Program collaboration in gender research

The meeting covered three topics (see Agenda in Annex II). First, an overview of the Consortium Level Gender Strategy and progress in its implementation that highlighted for discussion the challenges CGIAR Research Programs confront with the integration of gender into their research cycle and their budget. Second, advances in the preparation of individual CGIAR Research Program Gender Strategies, focusing on those programs with a first draft available by May 31st, 2012. Finally, the meeting addressed advances in the identification of opportunities for cross-program collaboration in gender research, building on topics identified by the fifteen scientists designated by the CGIAR Research Programs to coordinate activities with the CGIAR Gender and Agriculture Research Network in their first planning meeting held 12th March, 2012 at the Global Women and Agriculture Conference in New Delhi.

Participants

Participants at the meeting included sixteen donor representatives, twelve present and four linked through video conference lines. In addition to two members of the Consortium office, eleven CGIAR Research Programs contributed of which five were present, including two CGIAR Research Program Directors. Details are provided in the list of participants in Annex I.

Main points from the presentations

The agenda (see Annex II) was divided into three sections: (1) Consortium-level strategy; (2) CGIAR Research Program Gender Strategies and the integration or mainstreaming of gender into their overall research program; (3) opportunities for cross-program collaboration on gender research. This involved a one hour morning session after which video links were established to include participants located in North America and elsewhere in the longer, afternoon session. Presentations from the meeting can be viewed on Slideshare (links provided hereafter).

The Consortium-level Gender Strategy was summarized followed by an overview of progress with the strategy implementation (see pre-meeting Brief in Annex III). Three key challenges facing the CGIAR Research Programs were identified:

- gender budgeting
- the need for expanding and strengthening gender and social science expertise for implementation of the CGIAR Research Program Gender Strategies
- how to reward good performance in implementation of a CGIAR Research Program Gender Strategy in terms of delivering measurable benefits for poor women farmers in target areas within four years of inception of a CGIAR Research Program, as laid out in the Consortium-level Gender Strategy. In this context, the concept of a special performance allocation or fund to strengthen the CGIAR Research Programs' gender research was introduced on behalf of the Consortium CEO.

CGIAR Research Program Gender Strategies (Aquatic Agricultural Systems; Roots, Tubers and Bananas; Climate Change; GRiSP (Rice); Policies and Institutions). These five presentations illustrated the diversity of approaches among CGIAR Research Programs for integration of gender across the research cycle. Key issues highlighted included:

- the need for innovative research approaches when transformation of gender inequality is necessary for CGIAR Research Program impact
- the challenge of insufficient core capacity for gender research and mainstreaming in the Centers to get a CGIAR Research Program Gender Strategy off the ground and of re-deploying the few available gender experts when these are heavily committed to bilateral projects

- the challenges of teamwork across multiple CGIAR Research Programs and Centers
- the need for expertise in the use of well-designed methods for integrating gender concerns into research focused on other issues like plant breeding, requiring strong collaboration between social scientists and biophysical scientists
- the need for a unifying conceptual framework for understanding the effects of gender inequality and the combination of qualitative and quantitative research methods required for strategic gender research
- the need for cross-cutting or seminal indicators that can provide measures of impact while also taking into account the diversity among CGIAR Research Program programs.

Cross-program collaboration. These presentations focused on identifying synergies with potential to increase efficiency and enhance impact of gender research on themes of broad relevance to all the CGIAR Research Programs. These covered:

- joint monitoring of a shared set of gender-responsive outcomes
- methods for addressing gender in value chains
- novel research strategies required when the goal is transformative change in gender inequality
- work-in-progress on the identification of sentinel sites where there is strong potential for several CGIAR Research Programs to pool expertise

Major points from the discussion

This section of the report draws together questions and comments addressing five key issues arising from discussion throughout the day.

The importance of collective focus

The diversity of the CGIAR Research Programs that address different agricultural commodities, systems and natural resource management issues, and the long time frame some of these require for change was noted. Diversity and “impatience for results” indicate that the CGIAR Research Programs should give priority to identifying and targeting shared outcomes and impacts where research on gender can make a critical contribution. This often requires targeting the most vulnerable and poor and investment in transformative approaches. Even though all the CGIAR Research Programs may not identify a contribution to transformative change in gender inequality as their comparative advantage, it is important that CGIAR Research Programs harmonize their gendered theory of change. The gender dimensions of impact pathways need to be consistent at a system or cross-program level. Investment in cross-program, collaborative research should focus on pieces of the impact pathway that are collectively significant.

Reference was made to the importance of clarifying the “missing middle” or intermediate outcomes in relation to expected changes in gender inequality that are crucial for final impact. The need for a foresight study with respect to gender was also noted. Focus on a few strategic research questions will be a first step to avoid scattering CGIAR Research Program efforts across the wide panorama of issues illustrated in the presentations and to manage the risk of duplication of effort.

Monitoring

Reaching agreement among the CGIAR Research Programs on a few common elements that can be monitored and are significant for gender across all the Programs will be important for showing CGIAR-wide impact. The importance of the Network as a “collaborative space” was highlighted, where selectivity and focus with respect to monitoring common elements can be facilitated. Participants conveyed concern that CGIAR synthesizes what is already known about relevant changes in gender inequality that have occurred and learns from its past experience with addressing gender in research, noting the tendency to perceive gender as an issue to be addressed by female scientists. The importance of CGIAR Research Program leadership in changing this attitude was highlighted. Discussion touched on the importance of also monitoring progress with integration of gender into the CGIAR Research Programs using a few, well-chosen process indicators that could be defined collectively.

Mainstreaming at the system level

The importance of integrating consideration of gender into system-level strategy over and above individual CGIAR Research Program strategy was emphasized. An important opportunity is to engage with preparation of the Consortium’s Strategic Results Framework Action Plan to ensure it addresses priority gender issues effectively. Another area for system-level integration of gender is the CGIAR Research Program reporting guidelines and the Performance Management System (with reference to targets, outcome metrics and financial reporting on gender budgeting). This relates to the need to target a few outcomes where gender is clearly important.

At the consortium level, the upcoming discussion of ways to enhance sharing of best practices and efficiency of knowledge sharing needs to include gender.

Performance incentives and investment mechanisms

This issue arose from discussion of the need to reinforce and reward CGIAR Research Programs for excellence in Gender Strategy formulation together with proactive investment in strategy implementation. At a minimum, CGIAR Research Program gender budgets need enough resources, even if these are earmarked temporarily, to enable the strategies to get off the ground -- only then can performance count and can there be consequences from a poor evaluation. The concept of a dedicated incentive fund or allocation within Window One that would reward performance was debated, considering however, that CGIAR Research Programs are expected *a priori* to channel resources into gender. Past experience with performance rewards shows this approach can be detrimental to learning, by creating incentives to report gains and hide failures. Competitive grants were suggested as an alternative, given that some CGIAR Research Programs have an immediate need for resources to implement their Gender Strategy or as a way to scale up some emerging innovations.

Other suggestions were to reward effective monitoring that enhances learning and improves the effectiveness of gender integration, to have a competitive fund for a specific aspect of gender research or to channel supplemental resources to enable a CGIAR Research Program to lead a cross-program gender research theme. Throughout the discussion, participants referred to “carrots and sticks” to express the concern that some aspects of attention to gender need to be mandatory (sticks) while it is desirable to avoid punishing “failure” and there need to be clear procedures and rewards (carrots) for compliance.

The participants concluded that the discussion of how to design a suitable funding mechanism to promote high quality gender research implementation needs to be carried forward with the objective of having ideas well-defined prior to the next Fund Council meeting.

Partnership with development actors

Partnerships were emphasized particularly when transformative change in gender inequality is crucial for the uptake of CGIAR research and its long-run impact. Development partners are already engaging in transformative interventions. The integration of gender into value chains and reforms of agricultural extension are examples of areas where CGIAR Research Programs can benefit from close collaboration with development agencies which have already done considerable practical work.

Also noted was the importance of identifying the comparative advantage, or niche, of each player, and of employing an iterative learning approach in which partner inputs can confirm, inform, or completely redirect the research agenda.

Cross-program collaboration on gender

Several participants noted the need to strengthen initiatives that enable all CGIAR Research Programs to share expertise, recognizing where there is capacity and not. Sharing could be encouraged by supporting one CGIAR Research Program or a small cluster of CGIAR Research Programs with a strength in a particular topic or method of broad relevance to the CGIAR Research Programs, to assist and strengthen other CGIAR Research Programs. CGIAR Research Programs will benefit from sharing existing capacity for gender research as illustrated by the activities led by CCAFS in forming a cross-CGIAR Research Program technical advisory team on gender.

Action points for follow-up

1. Mainstreaming gender at system-level

- Gender and research advisor to engage with preparation of the Consortium's Strategic Results Framework Action Plan, the development of CGIAR Research Program reporting guidelines and Performance Management System (with reference to targets, outcome metrics and financial reporting on gender budgeting) to ensure gender issues are fully integrated there.
- The Consortium Office should ensure consideration of gender is included in its work on foresight studies

2. Funding gender research and its mainstreaming

- Fund Council members will carry forward the discussion of how to design suitable funding mechanism(s) that will motivate CGIAR Research Program investment in gender research, strengthen focused cross-program collaboration and reward quality results and reporting.

3. Monitoring – link with the Standing Panel on Impact Assessment (SPIA)

- The Gender and Agriculture Research Network, as the pivot for cross-program work on gender, should share the development of its proposal on joint M&E of gender-responsive outcomes with the ISPC, specifically to link with SPIA on the identification of the “missing middle” outcomes in impact pathways and to ensure consideration of gender in the CGIAR Research Programs' selection of a portfolio of a few outcome metrics.
- The upcoming Network workshop should advance its prioritization of cross-cutting issues and pursue focus on a few key research questions for cross-program gender research that are consistent with the most important system-level outcomes.

4. Research capacity

- The gender advisor's recommendations on strategies for strengthening capacity for gender analysis and research should embrace both social and non-social sciences (“non-gender researchers”) and the establishment of relationships with partners who can support capacity development.

References

- CGIAR (February 20, 2011). *A Strategy and Results Framework for the CGIAR*.
http://library.cgiar.org/bitstream/handle/10947/2608/Strategy_and_Results_Framework.pdf?sequence=1
- The CGIAR Consortium Board (November, 2011). *Consortium Level Gender Strategy*
http://library.cgiar.org/bitstream/handle/10947/2630/Consortium_Gender_Strategy.pdf?sequence=4

Presentations

- <http://www.slideshare.net/CGIARgender/consortium-level-gender-strategy-2>
- <http://www.slideshare.net/CGIARgender/cgiar-gender-update>
- <http://www.slideshare.net/CGIARgender/aas-gender-strategy-paris-14-june-2012>
- <http://www.slideshare.net/CGIARgender/rtb-gender-strategy>
- <http://www.slideshare.net/CGIARgender/ccafs-gender-strategy>
- <http://www.slideshare.net/CGIARgender/gender-strategy-in-grisp-june-15>
- <http://www.slideshare.net/CGIARgender/pim-gender-strategy>
- <http://www.slideshare.net/CGIARgender/gender-in-value-chains>
- <http://www.slideshare.net/CGIARgender/aas-transformative-change>
- <http://www.slideshare.net/CGIARgender/cross-crp-gender-sites>

Annex I List of Participants

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Annex II Agenda

Progress on Gender and Agriculture Research in CGIAR:

Informal discussions with Fund Council representatives

June 15th, 2012

CIRAD Paris Headquarters, 42 rue Sheffer, Paris 75116

SALLE BLEUE

AGENDA

11.00	Chair: J Ashby	I. INTRODUCTION <ul style="list-style-type: none">- Objectives & agenda of the meeting- Introductions & expectations of the meeting
11:20-12:00	Chair: R. Haug	II. CONSORTIUM-LEVEL GENDER STRATEGY
		<ul style="list-style-type: none">- <i>The CGIAR Consortium Gender Strategy.</i> A. Ward, Program Officer, CGIAR Consortium- <i>Progress with strategy implementation and the Gender and Agriculture Research Network.</i> J. Ashby, Senior Advisor, gender and research, CGIAR Consortium- Discussion
12:00-13:00	Chair: D. Belgrave	III. CRP GENDER STRATEGIES <i>with specific attention to integration (mainstreaming) of gender</i>
		<ul style="list-style-type: none">- <i>CRP 1.3 (AAS)</i> P. Dugan, CRP Director- <i>CRP 3.4 (Roots, Tubers and Bananas)</i> G. Thiele, CRP Director- <i>CRP7 (CCAFS)</i> P. Kristjanson, CRP Team Leader- Discussion
13.00	Lunch	

	Transfer of meeting to room with video link SALLE VERTE	
14:00-15:00	Chair: J. Ashby	CRP GENDER STRATEGY <i>with specific attention to integration (mainstreaming) of gender</i> (cont)
		<ul style="list-style-type: none"> - CRP 3.3 (GRiSP), T. Paris (Remote 8 pm Manila) - CRP 2 (<i>Policies and institutions</i>) --cross- program linkages, R Meinzen-Dick(Remote: UK) - Discussant: E Mwangi (CRP6 remote 7pm Bogor) - General discussion of the challenges facing the integration of gender into research by CRPs
15:00	Tea/ Coffee break	
15:15-16:30	Chair: E. Crowley	IV. CROSS-PROGRAM COLLABORATION ON GENDER RESEARCH
		<ul style="list-style-type: none"> - <i>Introduction: opportunities for cross-program collaboration on gender</i>, J Ashby - Discussant: L Badstue (CRP 3.1 & 3.2) - <i>Gender in value chains</i>, G Thiele - Discussion - <i>Issues for research approaches</i>, P. Dugan - Discussion - <i>The development of cross-CRP sentinel sites for gender research</i>, P Kristjanson - Discussion
16.30-17:00	Chair: J. Ashby	V. CONCLUSION Observations and conclusions from participants on the cross-program approach and from the meeting overall

Annex III Pre-meeting Brief
UPDATE ON
GENDER RESEARCH IN CGIAR PROGRAMS
JUNE 8, 2012.

Highlights

1. *The CGIAR Gender and Agriculture Research Network was established in January 2012 –all 15 CGIAR Research Programs participate in a facilitated network to mutually support implementation of gender research. A one-day planning meeting was held in March, 2012 at the Global Women and Agriculture Conference.*
2. *Lead scientists now actively coordinate gender research and network participation in all of 15 CGIAR Research Programs.*
3. *All CGIAR Research Programs are actively communicating with the gender advisor about preparation of a CGIAR Research Program Gender Strategy.*
4. *Eleven drafts of CGIAR Research Program Gender Strategies have been received; three are in final stages of revision; most expect to complete by December, 2012*
5. *A Network Committee on Monitoring and Evaluation (M&E) was formed to develop a proposal for a small set of SMART indicators of gender-responsive outcomes broadly relevant to all the CGIAR Research Programs and that can be monitored jointly.*
6. *Following the Network's planning meeting in March, 2012, CCAFS is leading the development of a strategy for sentinel sites where gender research can be focused and coordinated among CGIAR Research Programs, with a first pilot "hub" to be coordinated in Bangladesh by AAS.*
7. *The Research Network Workshop "Closing the gender gap in agriculture: opportunities for collaboration in gender-responsive research" to be held at the Bill and Melinda Gates Foundation, Seattle, on July 25-27, 2012 will develop concept notes for joint research on strategic themes of broad importance across the CGIAR Research Programs.*

Appointment of Advisor for Gender and Research. Based on terms of reference in the Consortium Gender Strategy, a senior advisor on gender and research (consultant) was appointed in December, 2011 to: support writing and submission of each CGIAR Research Program's gender strategy, facilitate the formation of a functional cross-CGIAR Research Program network and conduct a needs assessment for capacity development. The appointment enabled immediate implementation of the Consortium Gender Strategy to coincide with research planning and resource allocation in CGIAR Research Programs starting in 2012. This is critical for ensuring that CGIAR Research

Program Gender Strategies are not formulated in isolation from the overall CGIAR Research Programs.

Gender Strategy in the Consortium Research Programs. All CGIAR Research Programs have been informed of the requirement to develop a gender strategy within six months of their inception. The Gender Advisor is facilitating this process to:

- Coordinate with each CGIAR Research Program's principal investigator for gender, the network participation and gender strategy development now active all 15 of the CGIAR Research Programs.
- Develop a portfolio level timetable for the development of CGIAR Research Program Gender Strategies, summarized in Table 1 which shows steady progress with 11 Gender Strategies now at an advanced stage of writing and three with a confirmed plan for submission.
- Ensure with the Consortium Science Team that CGIAR Research Program-level monitoring and reporting processes are compatible with the gender strategies.

CGIAR Gender and Agriculture Research Network. In December 2011, the Consortium announced the formation of the *CGIAR Gender and Agriculture Research Network*. CGIAR Research Programs designated one research scientist to coordinate communication about the CGIAR Research Program's gender research with the Network. Currently the fifteen designated scientists form the coordinating group for the network. The network held its first Planning and Strategy meeting, March 12, 2012 in New Delhi at the Global Conference on Women and Agriculture. All CGIAR Research Programs were represented and a full Report on the meeting is available on the Consortium website. A workshop "*Closing the gender gap in agriculture: opportunities for collaboration in gender-responsive research*" to be held at the Bill and Melinda Gates Foundation, Seattle, July 25-27, 2012, will prioritize strategic themes of broad importance across the CGIAR Research Programs, first discussed in March (Table 2) and develop concept notes to guide cross-CGIAR Research Program collaboration on three of these.

Monitoring performance: Mechanisms were established for tracking progress and accountability of CGIAR Research Programs on promises made in their Gender Strategy. Gender is now incorporated into the Templates for Interim Annual Reporting from the Consortium to the Fund Council. The CGIAR Research Program portfolio annual progress report will include an assessment of the strengths, weaknesses and synergies of CGIAR Research Programs' gender strategies. Reporting by individual CGIAR Research Programs will include:

- the status of key measures or indicators specified in the CGIAR Research Program Gender Strategy
- progress related to gender-responsive outputs and milestones specified in the Gender Strategy
- progress related to gender-responsive outcomes

- actual investment as compared to planned expenditure in the CGIAR Research Program Gender Strategy

Web-based platform: The new cgiar.org site includes a page for the general public on Gender and Agriculture with original content and links to work-in-progress in the CGIAR Research Programs and Centers. Review of gender content on Centre and CGIAR Research Program pages showed visibility is uneven and finding information about gender can be laborious and time-consuming. The new page will improve the visibility and coherence of what the general public and in particular, donors can obtain from a quick consultation. A WIKI was established for Network members with scope for joint preparation of documents, knowledge sharing and exchange of methods and tools.

The Network Committee on Monitoring and Evaluation formed in March, is tasked with developing a proposal for a set of gender-responsive outcome indicators that could be used for cross-CGIAR Research Program monitoring of progress. Action on this proposal will be considered by the Network at the upcoming workshop in July.

Prospects: Mainstreaming of the Consortium Gender Strategy is underway thanks to early action. Formulation of a CGIAR Research Program Gender Strategy is well advanced in two-thirds of the CGIAR Research Programs and should be completed by most CGIAR Research Programs by the end of 2012. The CGIAR Gender and Agriculture Network has been successfully launched attracting consistent support across the CGIAR Research Programs and has strong potential for realizing important synergies in research, provided the right incentives for cross-CGIAR Research Program collaboration are in place. A needs assessment study to be conducted in the second half of 2012 will recommend strategies for expanding and strengthening the capacity needed to implement CGIAR Research Program Gender Strategy.

TABLE 1. CONSOLIDATED CGIAR RESEARCH PROGRAM GENDER STRATEGY CALENDAR (June, 2012)			
Status of CGIAR Research Program Gender Strategy	Status of draft February	Status of draft June	Final version
Group 1 Writing is advanced	5 (1.3, 6, 3.3 ,7, 3.7)	11 (1.2, 1.3, 2, 3.1,3.3, 3.4, 3.5,3.6, 3.7 6,7)	3
Group 2 Confirmed plan	6 (1.1, 2 , 3.1, 3.2, 3.4 , 4)	4 (1.1 ,3.2, 4, 5)	September-October
Group 3 Pending	4 (1.2, 3.5 3.6, 5)	0	Pending

Table 2. Promising themes for cross-CGIAR Research Program collaboration

Opportunities for cross-program collaboration: gender-responsive entry points							
CGIAR Strategic Objectives	Gender-Responsive Entry Points	Type of CGIAR Research Program					
		Commod-ity	Natural Res-ources	Pol-icies	Sys-tems	Nutrit-ion And Health	Climate Change
Reduced rural poverty							
Improved food security	Equal access to appropriate technology and advisory services	*	*	*	*	*	*
Improved nutrition and health	More inclusive commodity & food value chains	*	*	*		*	
Sustain-ably managed natural resources	Women's control of income generated by technology and institutional innovations	*	*	*	*	*	*
	Women's asset accumulation and rights		*	*	*		*
	Improved information systems on gender in agriculture	*	*	*	*	*	*